



PERFORMANCE EVALUATION REVIEW BOARD





APPEAL SYSTEM

(Established by MCO 1610.11C)

Protects the Marine Corps'

interests and ensures

fairness to the Marine



WHAT WE ARE

- The Marine Corps' intermediary to the Board for Correction of Naval Records (BCNR)
- A Board that adjudicates fitness report appeals based on:
 - Correctness (administrative & procedural)
 - Fairness



WHAT WE ARE NOT

- A Promotion Board
- A supporting arm of the Performance Evaluation System



CORRECTNESS

- Has criteria of the applicable MCO been met?
- Has an adverse report been correctly referred and, if necessary, have factual differences been resolved?
- Have adverse marks been justified?



FAIRNESS

Given the circumstances, has the Marine reported on been treated fairly and evaluated in an unbiased manner?



MOST FREQUENT ALLEGATIONS

- Not counseled
- Adverse and not referred
- Overall performance better than indicated
- Inconsistent with prior and subsequent performance



MOST FREQUENT ALLEGATIONS

- De Facto adverse mark below a certain “norm”
 - Any
 - Rated below contemporaries
- Causing nonselection for promotion, schooling or special assignment



PROVE IT !!

- The burden of proof rests with the Marine to show the Board that an error or injustice has occurred



THE PERB CAN...

- Remove a fitness report/Reviewing Officer's remarks
- Correct a substantive or administrative error
- Substitute an original fitness report with a revised version (based on factual errors as justified by the reporting officials)



REPORTS ARE REMOVED BECAUSE

- Adverse/derogatory and not referred to the Marine reported on for comment
- Reviewing Officer did not resolve factual differences
- Reported events that occurred after the end of the reporting period



REPORTS ARE REMOVED BECAUSE

- Reported pending actions (NJP, CM, civil charges, investigations)
- Incorrect reporting/reviewing chain
- Reporting Officials abuse and hide behind the Performance Evaluation System





IF THE PERB SAYS “NO” ...

- **If relief in full is not granted by the PERB:**
 - **Case is automatically forwarded to BCNR along with the report of PERB’s rationale for disapproval**
- **Marine can rebut findings of the PERB**
- **When BCNR says “No”...**
 - **Request Mast with SECNAV**
 - **Article 138 (active duty only)**
 - **Federal Court**



PERFORMANCE EVALUATION REVIEW BRANCH (MMER)

**Headquarters, U. S. Marine Corps
Manpower and Reserve Affairs (MMER)
3280 Russell Road
Quantico, VA 22134-5103**

**Branch Head: Mrs. Dahrie J. Hayman
Admin Chief: GySgt Scott A. Sherrill
Phone: DSN 278-9204/5
Comm: (703) 784-9204/5**

E-Mail:

**HaymanDJ@Manpower.usmc.mil
SherrillSA@Manpower.usmc.mil**